

FISCAL NOTE

SB 1145 - HB 1306

January 20, 2004

SUMMARY OF BILL: (1) Establishes the *Professional Fire and Police Departments Employees Negotiations Act* giving employees of professional fire and police departments the right to join or form professional employee organizations to negotiate with municipalities about matters related to their employment; (2) outlines the election procedure to determine which organization, if any, will represent the employees; (3) outlines unlawful activities for both parties including prohibiting strikes by the employee organization; (4) specifies the aspects of employment that are negotiable; and 5) describes the procedure for approval of the memorandum of agreement between the parties and the procedures for mediation and arbitration in the event of failure to reach an agreement.

ESTIMATED FISCAL IMPACT:

Increase Local Govt. Expenditures* - Exceeds \$100,000

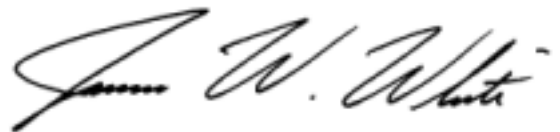
Estimate assumes local governments would experience an increase in expenditures from some or all of the following sources if employees of the fire or police department in their jurisdiction choose to join or form a professional employee organization:

- costs of the elections
- mediation and arbitration costs (local governments responsible for half)
- litigation costs resulting from alleged unlawful acts under this legislation
- increased salaries and benefits as negotiated
- additional personnel needed for labor relations

*Article II, Section 24 of the Tennessee Constitution provides that: *No law of general application shall impose increased expenditure requirements on cities or counties unless the General Assembly shall provide that the state share in the cost.*

CERTIFICATION:

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.



James W. White, Executive Director